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VIA HAND DELIVERY

Lewis C. Pulley
Assistant Division Chief, Policy Division
Media Bureau/EEO Staff
Federal Communications Commission
445 12th Street SW
Washington, DC 20554

**Re: Response to Broadcast EEO Audit Letter
NewsChannel 5 Network, LLC
Station WTVF(TV), Nashville, TN
Facility ID No. 36504**

Dear Mr. Pulley:

On behalf of NewsChannel 5 Network, LLC, licensee of the above referenced broadcast station, a single-station station employment unit ("SEU") based in Nashville, Tennessee, the undersigned submits the SEU's response to your letter of February 16, 2012 concerning compliance with the Commission's Equal Employment Opportunity rules, 47 C.F.R. § 73.2080. In accordance with your request, this submission consists of a sworn statement by Debbie Turner, President and General Manager of the licensee, with copies of documentation responsive to your inquiry.

Should any questions arise concerning this submission, kindly contact the undersigned.

Respectfully submitted,

Elizabeth E. Goldin

Counsel to NewsChannel 5 Network, LLC

cc: Debbie Turner

DECLARATION OF DEBBIE TURNER, PRESIDENT AND GENERAL MANAGER

I, Debbie Turner, hereby declare as follows:

1. I am the President and General Manager of NewsChannel 5 Network, LLC, the licensee of Station WTVF(TV), Nashville, Tennessee (Fac. ID No. 36504), which is a single-station employment unit based in Nashville (the "SEU" or "Unit"). This Statement and relevant attachments are being submitted in response to the February 16, 2012 letter of Lewis C. Pulley, Assistant Chief of the Policy Division of the Commission's Media Bureau, concerning a random audit of the station's EEO compliance (the "EEO Audit Letter").

2. This SEU employs five or more full-time employees as the term is defined in the broadcast EEO rule of the Federal Communication Commission ("FCC" or the "Commission"), 47 C.F.R. § 73.2080(e)(1).

3. In response to Question 3(a) of the EEO Audit Letter, copies of the SEU's two most recent EEO public file reports, as described in 47 C.F.R. § 73.2080(c)(6), are appended at Attachment A.¹

The website address of the station in this SEU is as follows: www.NewsChannel5.com. A copy of the current report is included on or linked to this website

The date of each full-time hire listed in the SEU's two most recent EEO public file reports, as required by 47 C.F.R. § 73.2080(c)(5)(vi), is included in the internal business records appended at Attachment B.

4. In response to Question 3(b) of the EEO Audit Letter, documentation concerning the recruitment sources used to fill each full-time position during the period covered by the above EEO public file reports, is also appended at Attachment B. Those sources that have notified the SEU that they want to be alerted to job openings at the Unit, as described in § 73.2080(c)(1)(ii), are indicated in the job-specific documentation.

5. In response to Question 3(c) of the EEO Audit Letter, the internal business records appended at Attachment B provide data concerning (a) the total number of interviewees for each vacancy and (b) the referral source for each interviewee for each particular full-time vacancy filled during the period covered by the above EEO public file reports.

6. In response to Question 3(d) of the EEO Audit Letter, documentation concerning the Unit's performance of recruitment initiatives described in § 73.2080(c)(2) during this time period is appended at Attachment C. Station personnel involved in the recruitment initiatives are noted in the documentation. This SEU employs a total of 157 full-time employees and is located in a market with a population of more than 250,000. Accordingly, the SEU is required to perform at least four recruitment initiatives during a two-year period.

7. In response to Question 3(e) of the EEO Audit Letter, the licensee is aware of the following discrimination complaint filed against Station WTVF(TV):

¹ On March 22, 2012, Lewis C. Pulley approved the SEU's request to submit its April 1, 2010-March 31, 2011 and its April 1, 2011-March 31, 2012 EEO Public File Reports in its response to the EEO Audit Letter.

A complaint alleging race discrimination and retaliation was filed against the licensee of station WTVF(TV) by Sean Reed, a former videotape editor at the station, on May 3, 2007, at the EEOC Nashville area office. *See* 494-2007-02029. The complaint was settled by the parties through mediation and dismissed on July 10, 2007, with no finding of fault.

8. In response to Question 3(f) of the EEO Audit Letter, the licensee affirms that it has created and deployed an EEO compliance plan, with the assistance of our outside communications counsel, Wiley Rein LLP ("Wiley Rein"). We have obtained and disseminated copies of Wiley Rein's "EEO Basics Binder," which contains advice on how SEUs are to engage in broad recruitment for job vacancies and undertake recruitment initiatives and provide sample forms for collecting and maintaining the necessary recruitment data. In addition, the licensee provides annual EEO training from outside sources for hiring managers, including specifics of EEO compliance and education in avoiding discrimination in the hiring process. Station Manager Lyn Plantinga and Accounting/HR Manager Kim Leach have daily responsibility for compliance with the FCC's EEO rules. The Station Manager oversees the hiring managers during the hiring process and gathers the supporting documentation. After each hire, this documentation is submitted to the Accounting/HR Manager for review. These activities are monitored by President and Station Manager Debbie Turner, who has ultimate responsibility for compliance. This SEU's compliance efforts include identifying our efforts to afford equal employment opportunities to employees through statements disseminated in job applications and posted in conspicuous areas within the workplace.

9. In response to Question 3(g) of the EEO Audit Letter, the licensee affirms that the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of sources on its recruitment lists and the outcome of its recruitment initiatives. In particular, the Station Manager analyzes source productivity with the completion of each hiring folder, and consults hiring managers and/or recruitment sources to deal promptly with any concerns. The station's Administrative Leadership Team reviews recruitment efforts annually to assure that the reach of station sources is widespread. In addition, the station requests an annual compliance analysis from legal counsel to assure an outside perspective on results. Over time, this ongoing assessment has resulted in an extensive network of recruitment sources which are notified of each full-time vacancy. Station management is pleased with the results of this widespread outreach in providing a diverse pool of candidates and a staff that represents the community. Careful monitoring will continue to assure ongoing compliance and results.

10. In response to Question 3(h) of the EEO Audit Letter, this SEU strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that the unit provides equal opportunity and does not discriminate against employees or applicants.

This SEU's employment practices are my ultimate responsibility working in conjunction with in-house counsel at our corporate headquarters and, when applicable, outside employment and labor counsel.

Dated: March 26, 2012

[SIGNATURE PAGE FOLLOWS]

**SIGNATURE PAGE TO
DECLARATION OF DEBBIE TURNER, PRESIDENT and GENERAL MANAGER**

As of the date set forth above, I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge, information and belief.



Debbie Turner